



KNOWLEDGE EXCHANGE WORKSHOP II

December 13-14, 1999

Cathedral Hill Hotel

San Francisco, CA

PRESENTATION MATERIAL

Substance Abuse Prevention: A Corporate Perspective

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The Ford Motor Company

FORD MOTOR COMPANY—WORKPLACE SUBSTANCE ABUSE POLICY

CSAP-Knowledge Exchange Workshop II

Beverly Blaney MD

December 13, 1999

Slide one: Why have a drug policy?

- Increased costs related to substance abuse use in the plant setting
- Safety hazards
- Federal and state legislation or incentives
- Are there any disadvantages?

Slide two: Substance abuse process at Ford Motor Company

- Zero-tolerance attitude concerning substance abuse
- Three policies: General guidelines; IDUPD; DOT
- Training of supervision to recognize signs and symptoms of substance abuse
- Employee Assistance Programs

Slide three: Substance abuse treatment

- Employee Assistance (EAP), Total Health Care (THC)
- Referral for treatment
- Coverage by insurance plans
- Medical leave policy
- Return to work

Slide four: Problems

- Enforcement of policy
- Issues voiced by the UAW
- Consistency of process
- Attitudes: alcohol vs. drugs

Slide five: Future of FMC substance abuse policy

- Modification of current policy
- Training of medical department personnel
- Further training/counseling of supervision and HR
- Involvement of the workers

FORD MOTOR COMPANY

WORKPLACE SUBSTANCE ABUSE POLICY

Dr. Beverly Blaney

Domestic Clinical Operations



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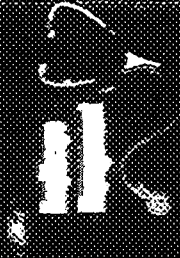
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